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Approved For Release 2003/05/05 : CIA-RDP84-00780R003100140001-4

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Training 3

MEMORANDUM FOR: Deputy Director for Support

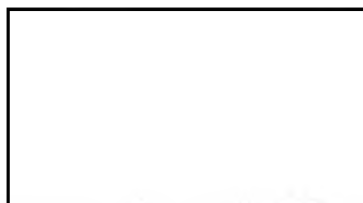
SUBJECT : Recommendations of Problem Solving Seminars

1. The results of the first Problem Solving Seminar are thought provoking. I agree in principle with most of the observations and recommendations.

2. I recognize the very real problem of Seminar #1: that of identifying and developing managers of the future, particularly with the expected high retirement rate projected for the next few years. OC has addressed itself to this problem for some time and has, within the last few years, developed an intra-office program to identify young officers and to provide training and job experience assignments to develop these managers of the future. I agree that inter-office assignments are an effective means for developing and broadening. I believe, however, that the presently existing 80 identified inter-office position assignments could be utilized for career development if the specific jobs are analyzed, categorized and used deliberately for job experience assignments for promising officers.

3. I agree to the recommendation of Seminar #3: that all GS-13 and GS-14 employees in the Support Directorate be given additional and more broadening training.

4. As a general observation, I am opposed to the creation of new boards, committees or specialized jobs without corresponding decreases elsewhere. In this era of increasing workload, we cannot afford unnecessary diversion of our dwindling resources.



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Director of Communications

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